

Agenda for the Board of Education Meeting
August 11, 2025, at 6:00pm

Mission: *The mission of Papillion La Vista Community Schools, an organization dedicated to greatness, is to prepare all students to realize their unique aspirations through rigorous instructional and innovative educational pathways, delivered by highly qualified, passionate educators through bold partnerships with families and community.*

Strategic Alignment: **Goal #1-Curriculum & Instruction- Goal #2-Mental Health- Goal #3-Human Resources or General Operations**

Nebraska Open Meetings Law: Posted at entrance to room.

Notes Regarding Agenda: The Board will generally follow the sequence of the published agenda but may change the order of items when appropriate and may elect to act on any of the items listed.

I. Call to Order

- A. Pledge of Allegiance
- B. Roll Call
- C. Excused Absences (*Motion Needed*)

II. Communications (*Reports and Celebrations*)

- A. Recognition:
- B. Reports
 - 1. Superintendent's Report
 - 2. Board Member Reports
- C. Committee Reports
 - 1. Buildings, Grounds, & Finance
 - 2. Human Resources & Student Services
 - 3. Curriculum & Americanism

Public Comment for Items on the Agenda*

Requests to speak to items on the agenda will be heard when the agenda item is presented for discussion

III. Action Items (*Motion Needed*)

- A. Action by Consent
 - 1. Approval of Meeting Agenda
 - 2. Bills
 - 3. Board Meeting Minutes of July 28, 2025
- B. Maintenance Tentative Agreement (Goal #3)
- C. Policy 7000 – Construction (General Operations)

IV. Discussion/Information Items

- A. 2025/26 Budget and Tax Request Discussion (General Operations)
- B. 36th St. Land Parcel (General Operations)
- C. Strategic Planning Update (General Operations)
- D. Review Policy 8000 – Board Organization and Operation (General Operations)
- E. Executive/Closed Session – Legal Matters

V. Public Comment for Items Not on the Agenda*

During this time the Board will listen only to all comments and will not answer questions or engage the speaker as required by the Nebraska Open Meetings Law.

VI. Future Board Calendar

August 12, 2025	First Day of School
August 16, 2025	PLCS Foundation Back to School Soiree
August 25, 2025	Board of Education Meeting @ 6:00pm – Central Office

VII. Adjournment

The Papillion La Vista Community Schools Board of Education reserves the right to go into Closed Session for purposes in accordance with Nebraska Open Meetings Act NE REV STAT 84-1407 through 1414.

***Public Comment Categories: Items on the Agenda and Items Not on the Agenda:** Comments may take place as provided on this agenda. Individuals wishing to address the Board must complete the appropriate *Guidelines for Public Comment Form* with the date, topic, name, address and organization representation (if appropriate) and give it to the Board Clerk prior to the initial Call to Order. When called upon by the presiding officer, the individual shall proceed to the podium and state their name and address. An individual may not exceed three (3) minutes and total time for all individuals who want to speak shall not exceed 30 minutes per category unless a majority vote of the Board approves extending allocated time. This time for public comment shall not be used to address specific individual student discipline or employee performance issues. Complaint and grievance processes are in place to deal with issues of this nature. Information may also be shared with the Board through email. Contact information is located on the district webpage: <https://www.plcschools.org>

**PAPILLION - LA VISTA SCHOOL DISTRICT
BUILDING/CONSTRUCTION BILL LISTING
AUG 2025**

AMAZON	\$	273.03
AMERICAN TIME & SIGNAL COMPANY	\$	12,706.59
APPLE	\$	238.00
BALDWIN CARPET	\$	7,835.00
BCDM	\$	67,193.43
BOCKMANN INC	\$	63,104.26
BOYD JONES CONSTRUCTION	\$	1,670,858.78
D.R. ANDERSON CONSTRUCTORS	\$	1,541,191.07
DOUGLAS J KELLEY	\$	15,275.00
FACILITY ADVOCATES	\$	118,531.00
GENESIS CONTRACTING GROUP	\$	624,150.00
JARDINE QUALITY IRRIGATION	\$	33,194.00
KIDWELL	\$	2,917.50
LAMP RYNEARSON & ASSOC	\$	18,250.00
MCGRATH RENT CORP	\$	62,567.50
MGR HAUFF	\$	11,231.00
NEMAHA SPORTS	\$	107,913.74
RESILO-FLEX MIDWEST FIELDTURF	\$	335,274.97
SAMPSON CONSTRUCTION	\$	4,687,761.95
SOUTH POLE NETWORKS	\$	15,400.00
TERRACON CONSULTANTS INC	\$	11,643.50
THE WALDINGER CORO	\$	25,422.28
THIELE GEOTECH INC	\$	8,736.50
TJ CABLE	\$	2,870.00
		\$9,444,539.10

RETURN TO AGENDA

**PAPILLION-LA VISTA SCHOOL DISTRICT #27
DISBURSEMENT REPORT
JULY 2025**

PAYROLL

Net Payroll Expense	\$ 5,175,663.56
P/R Taxes	\$ 1,909,792.34
Retirement ACH	\$ 1,166,800.46
HSA Transfer	\$ 41,419.58

Payroll Expenses	\$ 8,293,675.94

ACCOUNTS PAYABLE

Vendor Checks	\$ 4,620,907.98
Mileage/Reimbursements paid to Staff	\$ 7,617.11

Total Accounts Payable Checks	\$ 4,628,525.09

TOTAL GENERAL FUND	\$ 12,922,201.03
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RETURN TO AGENDA

160682	7/31/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$343.75
160681	7/31/2025	International Assoc of Lions Clubs	\$75.00
160680	7/31/2025	HYVEE INC	\$1,726.14
160679	7/31/2025	AMAZON CAPITAL SERVICES	\$84,719.17
160650	7/31/2025	DIETZE MUSIC INC	\$1,791.20
160649	7/31/2025	SYSCO LINCOLN	\$11,041.45
160648	7/31/2025	ROTELLAS ITALIAN BAKERY INC	\$87.19
160647	7/31/2025	PERFORMANCE FOOD GROUP INC	\$24,419.00
160646	7/31/2025	LINEAGE LOGISTICS HOLDINGS LLC	\$401.04
160645	7/31/2025	LAURIE FITZGERALD	\$114.70
160644	7/31/2025	KIMBERLY WALKER	\$28.25
160643	7/31/2025	KEARNEY INVESTMENT CORP	\$479.80
160642	7/31/2025	Institutions Services, INC	\$10,193.44
160641	7/31/2025	HOODMASTERS FIRE & SAFETY INC	\$1,189.70
160640	7/31/2025	HILAND DAIRY FOODS COMPANY, LLC	\$607.46
160639	7/31/2025	HATCHER MOBILE SERVICES LLC	\$1,343.84
160638	7/31/2025	GREENBERG FRUIT COMPANY	\$435.83
160637	7/31/2025	GREATER OMAHA REFRIGERATION	\$751.91
160636	7/31/2025	GENERAL PARTS LLC	\$644.70
160635	7/31/2025	EGAN SUPPLY COMPANY	\$671.47
160634	7/31/2025	Cash WA Distributin Co Inc	\$26,130.55
160633	7/31/2025	BULLER FIXTURE COMPANY	\$3,684.09
160632	7/31/2025	ABANTE LLC	\$547.47
160631	7/30/2025	YANIRA RICKETTS	\$948.92
160630	7/30/2025	WOLSELEY INVESTMENTS INC	\$12.79
160629	7/30/2025	WEST OMAHA WINSUPPLY CO.	\$2,540.59
160628	7/30/2025	WEEDER'S INC	\$2,065.00
160627	7/30/2025	VOSS ELECTRIC CO.	\$1,333.60
160626	7/30/2025	VARSITY BRANDS HOLDING CO. INC_4	\$94.34
160625	7/30/2025	VARSITY BRANDS HOLDING CO, INC	\$4,611.00
160624	7/30/2025	VANESSA HARGENS	\$862.27
160623	7/30/2025	VALIDATE ME!	\$225.00
160622	7/30/2025	US OMNI & TSACG COMPLIANCE SVCS INC	\$225.72
160621	7/30/2025	UNIV OF NE MEDICAL CENTER	\$3,813.94
160620	7/30/2025	UNITED SEATING AND MOBILITY, LLC	\$330.00
160619	7/30/2025	ULINE INC	\$1,164.06
160618	7/30/2025	TRANE U.S. INC	\$955.00
160617	7/30/2025	TORY CHARON	\$1,845.99
160616	7/30/2025	TONISHA WILLIAMS	\$177.06
160615	7/30/2025	TIM CANUP	\$448.65
160614	7/30/2025	THE WALDINGER CORPORATION	\$5,660.00
160613	7/30/2025	THE PROPHET CORPORATION	\$374.78
160612	7/30/2025	SWANK MOTION PICTURES, INC.	\$375.00
160611	7/30/2025	STERICYCLE, INC	\$281.94
160610	7/30/2025	STEPHANIE PATTERSON	\$1,779.14
160609	7/30/2025	STEPHANIE MARTINEZ	\$1,137.88
160608	7/30/2025	STEFFEN HERRERA	\$685.70

160607	7/30/2025	STAGERIGHT CORPORATION	\$2,872.00
160606	7/30/2025	SPORTS FACILITY MAINTENANCE, LLC	\$5,695.00
160605	7/30/2025	SOUTH FLORIDA TECH SOLUTIONS INC	\$1,140.00
160604	7/30/2025	SKYLER GARCIA	\$541.82
160603	7/30/2025	SIMPLE SOLUTIONS LEARNING INC	\$580.00
160602	7/30/2025	SHERWIN WILLIAMS	\$945.95
160601	7/30/2025	SHELLY GOMEZ	\$1,083.80
160600	7/30/2025	SHAUN & JESSICA HOLLENBACH	\$1,132.93
160599	7/30/2025	SHARON BRITAIN	\$638.36
160598	7/30/2025	SERENA CARRILLO	\$951.76
160597	7/30/2025	Sanchez, Gloria	\$1,329.41
160596	7/30/2025	RYAN KAUFMAN	\$2,074.89
160595	7/30/2025	ROSSER LAWN CARE, INC	\$15,280.00
160594	7/30/2025	ROCKBROOK CAMERA AND VIDEO	\$30.00
160593	7/30/2025	ROCHESTER 100 INC	\$600.00
160592	7/30/2025	RIVER CITY TRANSFER	\$172.96
160591	7/30/2025	RENAISSANCE LEARNING INC	\$8,470.00
160590	7/30/2025	REMEDY ROAD LLC	\$4,097.34
160589	7/30/2025	REBEKAH GRANTHAM	\$673.36
160588	7/30/2025	REBECCA RIDGE	\$938.52
160587	7/30/2025	REBECCA ALBRECHT	\$1,038.99
160586	7/30/2025	READING RECOVERY OF NORTH AMERICA	\$80.00
160585	7/30/2025	RALSTON PUBLIC SCHOOLS	\$57,031.40
160584	7/30/2025	RAINBOW GLASS AND SUPPLY INC	\$1,287.92
160583	7/30/2025	PROJECT LEAD THE WAY INC	\$15,850.00
160582	7/30/2025	PRO ED INC	\$93.50
160581	7/30/2025	POPCO INC.	\$70.00
160580	7/30/2025	PEARSON	\$11,876.40
160579	7/30/2025	PAPILLION-LAVISTA FOUNDATION	\$1,500.00
160578	7/30/2025	OFFICE DEPOT INC	\$9,573.83
160577	7/30/2025	O'REILLY AUTOMOTIVE STORES, INC.	\$202.87
160576	7/30/2025	O'Brien, Johanna Elayne	\$532.29
160575	7/30/2025	NWEA A DIVISION OF HMH	\$56,778.00
160574	7/30/2025	NICOLE PALMER	\$1,863.55
160573	7/30/2025	NEBRASKA TURF PRODUCTS	\$3,195.05
160572	7/30/2025	NEBRASKA STATE LITERACY ASSOC	\$99.00
160571	7/30/2025	NEBRASKA SAFETY CENTER	\$20.00
160570	7/30/2025	NEBRASKA GENERATOR SERVICE, LLC	\$1,565.69
160569	7/30/2025	NASCO EDUCATION LLC	\$394.30
160568	7/30/2025	NASB ALICAP	\$548.00
160567	7/30/2025	NANDI THOMAS	\$1,328.70
160566	7/30/2025	N2Y LLC	\$13,035.72
160565	7/30/2025	MONICA GOULD	\$1,729.20
160564	7/30/2025	MOBILITY ENTERPRISES, INC	\$117.38
160563	7/30/2025	MIRIAH & MICHAEL BOLDT	\$2,259.04
160562	7/30/2025	MIKAYLA NICHOLSON	\$1,005.48
160561	7/30/2025	MIDWEST SPECIAL INSTRUMENTS CORP.	\$934.00

160560	7/30/2025	MICHAEL BURRELL	\$728.41
160559	7/30/2025	METRO LANDSCAPE MATERIALS	\$396.00
160558	7/30/2025	MENARDS - RALSTON	\$431.31
160557	7/30/2025	MENARD INC	\$208.70
160556	7/30/2025	MELISSA BENAK	\$1,416.67
160555	7/30/2025	MECHANICAL, INC	\$16,041.15
160554	7/30/2025	MECHANICAL SALES PARTS INC	\$3,811.95
160553	7/30/2025	MCGREER HOLDINGS, INC	\$4,900.00
160552	7/30/2025	MATHESON TRI-GAS INC	\$12.90
160551	7/30/2025	MARTHA L PINTO	\$745.20
160550	7/30/2025	MARIAH RHOADES - ESPINOZA	\$282.21
160549	7/30/2025	MAIALEARNING INC	\$25,030.00
160548	7/30/2025	MAEVE KELLEY	\$484.16
160547	7/30/2025	LOWES HOME CENTERS INCORPORATED	\$1,758.19
160546	7/30/2025	LISA MCNICHOL	\$658.48
160545	7/30/2025	LINDSEY SHANK	\$779.94
160544	7/30/2025	LEE ANN SALAZAR	\$1,390.91
160543	7/30/2025	LATITUSDE SIGNAGE + DESIGN	\$600.00
160542	7/30/2025	LANGUAGE LINE SERVICES INC	\$21.83
160541	7/30/2025	LAKESHORE LEARNING MATERIALS	\$3,759.16
160540	7/30/2025	KRISTINA KARNISH	\$560.67
160539	7/30/2025	KRISTINA CURPHEY	\$887.03
160538	7/30/2025	KRISTEN DENMAN	\$917.61
160537	7/30/2025	KORY AND SHANA MAZUR	\$629.73
160536	7/30/2025	KIRSTEN KOTTICH	\$842.42
160535	7/30/2025	KIEWIT LUMINARIUM	\$220.00
160534	7/30/2025	KENDRA GREEN	\$507.36
160533	7/30/2025	KELLY GAUGINEER	\$477.45
160532	7/30/2025	Kelley, Deborah A	\$14,853.00
160531	7/30/2025	KBC, INC.	\$6,907.58
160530	7/30/2025	KAYLA MUNOZ	\$622.51
160529	7/30/2025	KAYLA GREENWELL	\$2,701.06
160528	7/30/2025	KATIE HONEYCUTT	\$1,019.80
160527	7/30/2025	KARI RENEE REPAAL	\$1,174.87
160526	7/30/2025	KAILYN DAVIS	\$794.08
160525	7/30/2025	JUSTIN DELAROSA	\$2,063.20
160524	7/30/2025	JULIE BROOD	\$1,516.71
160523	7/30/2025	JOURNEYED.COM INC	\$12,245.00
160522	7/30/2025	JOHNSON HARDWARE COMPANY LLC	\$1,967.16
160521	7/30/2025	JOHNSON DRYWALL COMPANY INC	\$1,400.00
160520	7/30/2025	JIMENA MONTSERRAT REYES RODRIGUEZ	\$1,047.90
160519	7/30/2025	JESSICA PAYNE	\$766.84
160518	7/30/2025	JEREMIAH DILLION	\$2,217.09
160517	7/30/2025	JENNIFER FITL	\$608.56
160516	7/30/2025	JAY AXELROD	\$1,086.30
160515	7/30/2025	JARDINE QUALITY IRRIGATION INC	\$1,381.69
160514	7/30/2025	JANET & TOM JUHL	\$547.95

160513	7/30/2025	JANAE BRAGG	\$489.97
160512	7/30/2025	JAMES BROADWAY	\$888.94
160511	7/30/2025	IMPERIAL ROOF SYSTEMS COMPANY	\$4,381.84
160510	7/30/2025	IDN H HOFFMAN INC	\$297.16
160509	7/30/2025	Hoffman, Brittany Allyn	\$1,235.90
160508	7/30/2025	HITOUCH BUSINESS SERVICES	\$5,960.57
160507	7/30/2025	HILLYARD INC	\$2,332.31
160506	7/30/2025	HEATHER FRANCO	\$964.57
160505	7/30/2025	HEATHER & JOSEPH CLAVETTE	\$732.52
160504	7/30/2025	HD SUPPLY FACILITIES MAINTENANCE	\$43,064.93
160503	7/30/2025	HAUFF SPORTING GOODS	\$8,245.90
160502	7/30/2025	HATCHER MOBILE SERVICES LLC	\$949.16
160501	7/30/2025	HAMEVE ENTERPRISES INC	\$80.85
160500	7/30/2025	GRAINGER	\$1,276.40
160499	7/30/2025	Gateway Education Holdings LLC	\$60,000.00
160498	7/30/2025	FLOORS INCORPORATED	\$2,786.24
160497	7/30/2025	FLEETMARK SOLUTIONS LLC	\$314.85
160496	7/30/2025	FIRST STUDENT	\$169.40
160495	7/30/2025	FILTER SHOP	\$15,562.58
160494	7/30/2025	FELICIA GOMEZ	\$860.35
160493	7/30/2025	FALEWITCH CONSTRUCTION, LLC	\$1,927.00
160492	7/30/2025	FACILITY ADVOCATES, LLC	\$6,048.00
160491	7/30/2025	EYMAN PLUMBING	\$1,606.80
160490	7/30/2025	ESU COORDINATING COUNCIL	\$16,800.00
160489	7/30/2025	ERICA GARCIA	\$741.18
160488	7/30/2025	ERICA & JOE CLARK	\$707.37
160487	7/30/2025	ELIZABETH REATH	\$470.68
160486	7/30/2025	ELIZABETH BISSEN	\$1,780.17
160485	7/30/2025	ELISSA GAREY	\$2,495.62
160484	7/30/2025	EGAN SUPPLY COMPANY	\$51,166.81
160483	7/30/2025	EDUCATIONAL SERVICE UNIT #3	\$1,020.00
160482	7/30/2025	ECHO GROUP INC	\$5,085.63
160481	7/30/2025	DULTMEIER SALES	\$153.70
160480	7/30/2025	DOUGLAS J KELLEY	\$14,505.00
160479	7/30/2025	DIGITAL ASSETS LLC	\$3,965.00
160478	7/30/2025	DIANA BARRON	\$2,152.94
160477	7/30/2025	DEMCO INC	\$267.21
160476	7/30/2025	DEABBA DEES	\$968.66
160475	7/30/2025	DAWN GODEJOHN	\$658.66
160474	7/30/2025	DAWN GIESSINGER	\$349.05
160473	7/30/2025	DAIKIN APPLIED AMERICAS INC	\$7,840.23
160472	7/30/2025	D.M.G INC.	\$753.75
160471	7/30/2025	CURZON PROMOTIONAL GRAPHICS	\$120.00
160470	7/30/2025	CRCC	\$51.00
160469	7/30/2025	COUNTERTOPS UNLIMITED INC	\$150.00
160468	7/30/2025	COULTER VENTURES, LLC	\$1,636.53
160467	7/30/2025	CONTROL DEPOT INC	\$2,766.32

160466	7/30/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC_2	\$2,997.24
160465	7/30/2025	CONSOLIDATED ELEC DISTRIBUTORS, INC - 3E	\$124.26
160464	7/30/2025	CONSOLIDATED ELEC DISTRIBUTORS INC 3E	\$57.74
160463	7/30/2025	COMMERCIAL AIR MANAGEMENT, INC.	\$192.82
160462	7/30/2025	CLASS INTERCOM, LLC	\$7,421.25
160461	7/30/2025	CINTAS CORPORATION NO. 2	\$60.63
160460	7/30/2025	CIARA CARSON	\$1,330.62
160459	7/30/2025	CHRIS SCHMUFF	\$2,403.57
160458	7/30/2025	Chabi, Chantal	\$504.44
160457	7/30/2025	CFM DISTRIBUTORS INC	\$228.15
160456	7/30/2025	CDW GOVERNMENT INC	\$21,470.00
160455	7/30/2025	CASSANDRA GONZALEZ	\$412.03
160454	7/30/2025	CAMMIE BALTZ	\$569.61
160453	7/30/2025	BYAOMBE MAYANI	\$499.26
160452	7/30/2025	BOCKMANN INC	\$2,240.00
160451	7/30/2025	BLICK ART MATERIALS LLC	\$5,781.04
160450	7/30/2025	BETTY DIEGO	\$717.86
160449	7/30/2025	BERINGER CIACCIO DENNELL MABREY INC	\$400.00
160448	7/30/2025	BARTON SOLVENTS INCORPORATED	\$305.00
160447	7/30/2025	B&H PHOTO & ELECTRONICS CORP	\$3,552.18
160446	7/30/2025	AVEPLP LLC	\$67.35
160445	7/30/2025	AUDSHEONA MITCHELL	\$1,400.00
160444	7/30/2025	ATLAS COPCO USA HOLDINGS, INC	\$2,000.00
160443	7/30/2025	ASHLEY RATAY	\$174.54
160442	7/30/2025	ARSARBEN SAW AND TOOL INC	\$42.48
160441	7/30/2025	ANNA NIGHTSER	\$1,454.58
160440	7/30/2025	AMY WIECH	\$910.81
160439	7/30/2025	AMY HECK	\$1,639.42
160438	7/30/2025	AMERICAN EAGLE CO, INC.	\$257.07
160437	7/30/2025	ALYSSA EMSICK	\$1,004.61
160436	7/30/2025	ALLYSON AND TREK KECK	\$1,342.14
160435	7/30/2025	ALL AMERICAN SPORTS CORP	\$1,820.20
160434	7/30/2025	ALICIA LANDA	\$1,766.34
160433	7/30/2025	Algya, Frank Allyn	\$547.56
160432	7/30/2025	ALEX CAGE	\$853.27
160431	7/30/2025	AFP CORP.	\$32,515.60
160430	7/30/2025	ACCESS TECHNOLOGIES INC - IA	\$1,738.00
160429	7/30/2025	360 COMMUNITY SERVICES	\$2,750.00
160428	7/30/2025	WESTLAKE HARDWARE INC	\$126.27
160427	7/30/2025	VARSITY BRANDS HOLDING CO, INC	\$320.26
160426	7/30/2025	US FOUNDATION INSPIR/RECOGNITION SCIENCE	\$399.00
160425	7/30/2025	UNITED PARCEL SERVICE INC.	\$56.17
160424	7/30/2025	STERICYCLE, INC	\$303.42
160423	7/30/2025	SOFTCHOICE CORPORATION	\$20,519.00
160422	7/30/2025	RENTOKIL NORTH AMERICA INC	\$1,730.72
160421	7/30/2025	RCR COUNSELING LLC	\$1,735.07
160420	7/30/2025	NEBRASKA STATE FIRE MARSHAL	\$2,412.00

160419	7/30/2025	METROPOLITAN UTILITIES DISTRICT	\$4,394.31
160418	7/30/2025	LEE BHM CORP	\$264.16
160417	7/30/2025	KURT MCCLANNAN	\$180.00
160416	7/30/2025	JM HOSPITALITY	\$289.90
160415	7/30/2025	IXL LEARNING INC	\$2,734.00
160414	7/30/2025	HASSEL PHOTOGRAPHY	\$275.00
160413	7/30/2025	FIRST WIRELESS, INC	\$1,566.22
160412	7/30/2025	ELECTRO-MEDICAL EQUIPMENT INC	\$329.88
160411	7/30/2025	EDUCATIONAL SERVICE UNIT #3	\$65.80
160410	7/30/2025	CRISIS PREVENTION INSTITUTE INC	\$4,699.00
160409	7/30/2025	COLUMN SOFTWARE PBC	\$22.91
160408	7/30/2025	AUTO GLASS PRO OF OMAHA	\$260.00
160407	7/30/2025	ARTFX SCREEN PRINTING & EMBROIDERY	\$245.00
160406	7/30/2025	APPLE INC.	\$327.00
160405	7/30/2025	AMBER KAHL	\$32.00
160404	7/28/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$694.69
160403	7/25/2025	ACCESS TECHNOLOGIES INC - IA	\$12,990.00
160402	7/25/2025	ACCESS TECHNOLOGIES INC - MN	\$10,716.27
160401	7/25/2025	U.S. POSTMASTER #2203	\$9,000.00
160400	7/25/2025	FIRST STUDENT	\$36,063.40
160399	7/25/2025	WESTLAKE HARDWARE INC	\$51.90
160398	7/25/2025	VPU FAYETTEVILLE LLC	\$9,369.22
160397	7/25/2025	ULINE INC	\$51.00
160396	7/25/2025	THE PROPHET CORPORATION	\$464.55
160395	7/25/2025	STERICYCLE, INC	\$1,155.10
160394	7/25/2025	SPARTAN STORES LLC	\$190.69
160393	7/25/2025	SCHOLASTIC, INC.	\$1,350.06
160392	7/25/2025	SAMPSON CONSTRUCTION	\$2,200.00
160391	7/25/2025	PASCO SCIENTIFIC	\$1,906.00
160390	7/25/2025	OMEGA LABS INC	\$149.97
160389	7/25/2025	NEBRASKA HUSKER OIL UNDERCOATING LLC	\$4,125.00
160388	7/25/2025	MICHAEL COGHLAN	\$175.00
160387	7/25/2025	MATHESON TRI-GAS INC	\$166.75
160386	7/25/2025	DEMCO INC	\$426.85
160385	7/25/2025	CURRICULUM ASSOCIATES	\$860.61
160384	7/25/2025	Bureau of Education & Research	\$825.00
160383	7/25/2025	APPLE INC.	\$12,960.00
160382	7/25/2025	Amplify Education Inc	\$800.00
160381	7/23/2025	SDI INNOVATIONS, INC SCHOOL DATEBOOKS	\$5,270.06
160380	7/23/2025	SAM'S CLUB / SYNCHRONY BANK	\$203.64
160379	7/23/2025	PINNACLE BANK - VISA	\$24,181.83
160378	7/23/2025	PAPILLION LA VISTA COMMUNITY SCHOOL	\$13,200.00
160377	7/23/2025	ONE SOURCE THE BACKGROUND CHECK CO	\$5,158.35
160376	7/23/2025	KANSAS TURNPIKE AUTHORITY	\$3.34
160375	7/23/2025	CDW GOVERNMENT INC	\$516,645.97
160374	7/23/2025	APPLE INC.	\$537,840.00
160373	7/23/2025	ACCESS TECHNOLOGIES INC - MN	\$21,432.54

160372	7/22/2025	SARPY COUNTY JUVENILE	\$390.07
160371	7/21/2025	SAM'S CLUB MC/SYNBC	\$59.34
160370	7/21/2025	NE COUNCIL SCHOOL ADMINISTRATORS	\$300.00
160369	7/21/2025	LEADING EDGE LAMINATING	\$419.70
160368	7/21/2025	EFFICIENT PLUMBING LLC	\$11,250.00
160367	7/21/2025	Caitlyn Booms	\$315.00
160366	7/21/2025	NE COUNCIL SCHOOL ADMINISTRATORS	\$435.00
160365	7/18/2025	AMAZON CAPITAL SERVICES	\$4,007.81
160364	7/18/2025	WOODRIVER ENERGY, LLC	\$14,360.94
160363	7/18/2025	WM CORPORATE SERVICES, INC	\$73.03
160362	7/18/2025	WIN INVESTMENTS INC	\$269.90
160361	7/18/2025	UNITED PARCEL SERVICE INC.	\$43.20
160360	7/18/2025	ULINE INC	\$109.63
160359	7/18/2025	THE BOOKWORM INC	\$373.98
160358	7/18/2025	TALX UCM SERVICES INC	\$535.85
160357	7/18/2025	SARPY COUNTY JUVENILE	\$5,133.15
160356	7/18/2025	RENTOKIL NORTH AMERICA INC	\$2,265.92
160355	7/18/2025	PRO ED INC	\$86.90
160354	7/18/2025	PITNEY BOWES BANK INC	\$3,310.00
160353	7/18/2025	OCCUPATIONAL HEALTH CENTERS OF NE	\$132.00
160352	7/18/2025	NEBRASKA IOWA SUPPLY COMPANY	\$18,355.84
160351	7/18/2025	METROPOLITAN UTILITIES DISTRICT	\$1,341.09
160350	7/18/2025	MATHESON TRI-GAS INC	\$93.60
160349	7/18/2025	MARKING REFRIGERATION INC	\$1,093.50
160348	7/18/2025	LEE BHM CORP	\$182.58
160347	7/18/2025	KSB SCHOOL LAW PC LLC	\$7,718.65
160346	7/18/2025	CRISIS PREVENTION INSTITUTE INC	\$5,415.90
160345	7/18/2025	CDW GOVERNMENT INC	\$467.28
160344	7/18/2025	BOARD OF REGENTS OF THE UNIV OF NEBRASKA	\$628.00
160343	7/18/2025	BLICK ART MATERIALS LLC	\$658.78
160342	7/18/2025	BERINGER CIACCIO DENNELL MABREY INC	\$820.00
160341	7/18/2025	ARBITERSPORTS LLC	\$1,584.50
160340	7/18/2025	AMBA ADMINISTRATORS INC	\$1,269.00
160339	7/18/2025	ACCESS TECHNOLOGIES INC - IA	\$8,234.13
160338	7/14/2025	NOTABLE INCORPORATED	\$894.00
160337	7/14/2025	CUSTOM ARRANGEMENTS, LLC	\$221.25
160336	7/11/2025	WESTLAKE HARDWARE INC	\$452.29
160335	7/11/2025	UNITED PARCEL SERVICE INC.	\$143.03
160334	7/11/2025	RENTAL CITY TENT & EVENT	\$1,856.95
160333	7/11/2025	PITNEY BOWES INC	\$265.59
160332	7/11/2025	PERRY GUTHERY HAASE &	\$2,461.27
160331	7/11/2025	PAUL A SCHMITT MUSIC COMPANY	\$538.00
160330	7/11/2025	PAPILLION SANITATION	\$27,661.26
160329	7/11/2025	ONE SOURCE THE BACKGROUND CHECK CO	\$1,934.90
160328	7/11/2025	ONE CALL CONCEPTS INC	\$34.40
160327	7/11/2025	OMAHA PUBLIC POWER DISTRICT	\$189,660.53
160326	7/11/2025	OMAHA COMPOUND COMPANY	\$1,990.00

160325	7/11/2025	NEBRASKA METHODISTHEALTH SYSTEM INC	\$1,890.00
160324	7/11/2025	NASCD	\$600.00
160323	7/11/2025	NACIA	\$160.00
160322	7/11/2025	MOBILITY ENTERPRISES, INC	\$117.38
160321	7/11/2025	MENARDS - RALSTON	\$681.14
160320	7/11/2025	MENARD INC	\$51.52
160319	7/11/2025	MEDPRO WASTE DISPOSAL, LLC	\$449.00
160318	7/11/2025	MECHANICAL SALES PARTS INC	\$134.00
160317	7/11/2025	LEXIA LEARNING SYSTEMS LLC	\$2,870.00
160316	7/11/2025	LEE BHM CORP	\$284.16
160315	7/11/2025	LEARNING A-Z	\$1,242.00
160314	7/11/2025	KURT MCCLANNAN	\$180.00
160313	7/11/2025	KBC, INC.	\$47.27
160312	7/11/2025	HAMEVE ENTERPRISES INC	\$70.84
160311	7/11/2025	FAMILY CONNECTIONS, INC	\$903.74
160310	7/11/2025	ELECTRO-MEDICAL EQUIPMENT INC	\$4,040.00
160309	7/11/2025	EGAN SUPPLY COMPANY	\$654.66
160308	7/11/2025	D&M ROSS LLC PAPILLION AUTO SERVICE	\$14,122.80
160307	7/11/2025	CITY OF PAPILLION - WATER	\$13,799.68
160306	7/11/2025	CATALYST PUBLIC AFFAIRS, INC	\$3,250.00
160305	7/11/2025	BRACKER'S GOOD EARTH CLAYS INC	\$422.49
160304	7/11/2025	BARTON SOLVENTS INCORPORATED	\$805.00
160303	7/11/2025	ATHLETICO EXCEL NEBRASKA LLC	\$1,195.00
160302	7/11/2025	ARTICULATE GLOBAL INC	\$2,248.00
160301	7/11/2025	ALLO HOLDING LLC	\$10,947.74
160300	7/11/2025	ABANTE LLC	\$783.30
160299	7/10/2025	FIRST STUDENT	\$23,583.13
160298	7/9/2025	OFFICE DEPOT INC	\$6,297.83
160297	7/9/2025	MADISON NATIONAL LIFE	\$41,998.36
160296	7/9/2025	BLUE CROSS BLUE SHIELD OF NE	\$1,805,375.67
160295	7/9/2025	AMERITAS LIFE INSURANCE CORP	\$13,169.16
160294	7/8/2025	US BANK NATIONAL ASSOCIATION	\$385.00
160293	7/8/2025	US BANK NATIONAL ASSOCIATION	\$1,450.00
160292	7/15/2025	Revco Solutions, Inc-Sarpy Cty	\$1,004.31
160291	7/15/2025	MASTER BLASTER INC	\$1,003.01
160290	7/15/2025	UNITED WAY OF THE MIDLANDS	\$223.34
160289	7/15/2025	TSA CONSULTING GROUP-REMITTANCE	\$50,368.02
160288	7/15/2025	THE COLLECTION ANALYST INC	\$1,019.16
160287	7/15/2025	SEIU LOCAL 226 DUES	\$987.47
160286	7/15/2025	PINNACLE BANK	\$40,910.09
160285	7/15/2025	PAPILLION-LAVISTA FOUNDATION	\$3,273.92
160284	7/15/2025	Nebraska Department of Revenue	\$125.00
160283	7/15/2025	NCSPC-WEB	\$2,090.50
160282	7/15/2025	CLEAR RECOVERY INC-SARPY CTY	\$15.94
160281	7/15/2025	California State Disbursement Unit	\$721.75
160280	7/15/2025	ASSURITY LIFE INSURANCE COMPANY	\$154.33
160279	7/15/2025	AFLAC	\$631.82

160278	7/7/2025	ACCESS TECHNOLOGIES INC - IA	\$15,965.42
160277	7/3/2025	SARPY COUNTY JUVENILE	\$390.07
160276	7/3/2025	HUJO PROPERTIES LLC	\$170.00
160275	7/3/2025	FATHER FLANAGAN BOYS HOME INC	\$5,400.00
160274	7/3/2025	DIGITAL DOT SYSTEMS INCORPORATED	\$80.00
160273	7/3/2025	COLUMN SOFTWARE PBC	\$224.71
160272	7/3/2025	CATALYST PUBLIC AFFAIRS, INC	\$3,250.00
160271	7/3/2025	TALX UCM SERVICES INC	\$3,594.79
160270	7/1/2025	B&H PHOTO & ELECTRONICS CORP	\$944.75

PAPILLION LA VISTA COMMUNITY SCHOOL DISTRICT #27
Board of Education Proceedings
July 28, 2025

The Board of Education of the School District of Papillion La Vista, in the County of Sarpy, in the State of Nebraska, met in open and public session at 6:00p.m., Monday, July 28, 2025. The meeting was held at the Papillion La Vista Community Schools Administration Office, 420 South Washington Street, Papillion, Nebraska.

Notice of the meeting was provided in advance by publication in the *Sarpy Times*, July 23, 2025. Notice of the meeting was simultaneously given to all members of the Board of Education. Their acknowledgment of receipt of the agenda is maintained at the Papillion La Vista Community Schools Administration Office. The proceedings, hereafter shown, were taken while the convened meeting was open to the attendance of the public.

Call to Order

Board President SuAnn Witt called the meeting to order. Ms. Witt led the group in the Pledge of Allegiance.

Roll call was taken. Board members present were: Ms. Lisa Wood, Mr. Skip Bailey, Ms. Elizabeth Butler, Mr. Marcus Madler, Ms. SuAnn Witt and Mr. Brian Lodes. Ms. Witt publicly stated a copy of the Nebraska Open Meetings Law is posted at the entrance to the Board Room.

Recognitions

Dr. Rikli recognized the PLCS NJROTC – U.S. Navy’s 2025 Most Improved Unit – Area 15. Dr. Rikli thanked the instructors, SCPO Jeff Nichols and Commander Adam Schlismann. Dr. Rikli spoke about the cadets and their achievements.

Ms. SuAnn Witt recognized Dr. Rikli with a letter of appreciation from Dr. Brian Maher, Commissioner of Education at NDE. Ms. Lisa Wood read the letter to the Board.

Military Advisory

Lieutenant Colonel Joseph Andersen shared the monthly Offutt Air Force Base updates. Lt. Colonel Andersen thanked the Board and shared an article in Offutt’s newspaper regarding the work being done by their school liaison officers, Jennifer Miller and Tina Luderman. Lt. Col. Andersen spoke about the 55th Wing’s return from Operation Talon Shield in Australia. Lt. Col. Andersen shared that Operation Backpack will be hosted tomorrow evening. Operation Backpack provides back to school supplies and bags for needy families.

Superintendent’s Report

Dr. Rikli provided a report on highlights and activities. Dr. Rikli thanked the community for attending the meeting and the community members that are watching the meeting on YouTube.

Dr. Rikli shared that it is back to school season and shared that Dr. Settles and her team welcomed back clerical staff today with new teachers reporting a week from today. Dr. Rikli shared details on last week’s Administrative Retreat and Administrator Day’s in Kearney. Dr. Rikli shared details on the progress of renovations in our buildings. Dr. Rikli spoke about the Welcome Back event on August 7 and the YATP open house and ribbon cutting on August 11. Dr. Rikli shared that the first day of school is August 12. Dr. Rikli spoke about federal title program dollars being released. Dr. Rikli shared that Dr. Shureen Seery has successfully defended her doctoral dissertation.

Board Comments

There were no comments from the Board.

Committee Reports

- Building & Grounds & Finance: Mr. Madler reported that the committee will meet this Friday.
- HR & Student Services Committee: Mr. Lodes reported that the group met. Agenda items discussed were enrollment numbers and the custodial/warehouse and maintenance agreements.
- Curriculum and Instruction Committee: Mr. Bailey reported the committee will meet on Wednesday.

Communication

Public testifiers who addressed the Board: Ms. Michelle Jud.

Action Items

A motion was made by Mr. Madler and seconded by Mr. Bailey to approve the Action by Consent Items: The meeting agenda, finance, out of state travel, personnel items, the Board meeting minutes of July 10, 2025. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Bailey, Butler, Madler, Witt, Lodes, and Wood. Nays: None. The motion carried.

A motion was made by Mr. Bailey and seconded by Ms. Wood to approve policy updates to policies 6404, 6702, 6203 and 6901 as presented. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Butler, Madler, Witt, Lodes and Wood. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Mr. Lodes to approve Elementary 17 boundary concept 2 as presented, with grandfathering provisions for 5th and 6th graders (2026-27) and active-duty military families. There were comments by Ms. Butler and Mr. Bailey. Roll call vote was taken. Ayes: Madler, Witt, Lodes, Wood, Bailey and Butler. Nays: None. The motion carried.

A motion was made by Mr. Lodes and seconded by Mr. Madler to approve Lincoln View Elementary School as the name for Elementary School 17. There were comments by Ms. Butler, Ms. Wood, Mr. Madler, Ms. Witt, Mr. Lodes and Mr. Bailey. Roll call vote was taken. Ayes: Witt, Lodes, Wood, Bailey, Butler and Madler. Nays: None. The motion carried.

A motion was made by Mr. Madler and seconded by Mr. Bailey to approve the student fees for elementary and secondary school for 2025-26 as presented and the hearing minutes of July 10, 2025. There were no comments from the Board or audience. Roll call vote was taken. Ayes: Lodes, Wood, Bailey, Butler, Mader and Witt. Nays: None. The motion carried.

Discussion/Information Items

Mr. Brett Richards stated that Board Policy 7000 - Construction is due for the annual review. Based upon the review of this policy, any revisions and discussion would be discussed at the August 11, 2025, board meeting. Any changes would be acted on at the August 25, 2025, meeting of the Board.

Mr. Richards shared that in 2022 the district was approached by Redwood, Inc to sell approximately 1.17 acres along 36th Street that is located near the entrance of Anderson Grove Elementary School. The Board approved it to be sold. Mr. Richards stated Redwood ended up pulling out of the development and never closed on the land sale with the District. Mr. Richards shared Foundation Development, LLC, would now like to buy the same piece

of land. Mr. Richards stated the land was appraised for \$35,000 in 2022 and believes that price is still relevant for us to sell the land for. Action to take place at the August 11 board meeting.

Dr. Kati Settles shared an update on the Custodial and Warehouse Tentative Agreement. SEIU Local 226 members were scheduled to vote on the contract July 26, 2025, and it failed by one vote. Dr. Settles stated that the Tentative Agreement will be brought back to the Board for discussion when an agreement is reached by membership.

Dr. Kati Settles shared that negotiations were recently held with representatives of the Maintenance staff and SEIU Local 226 members. The groups had met and approved of the tentative agreement for 2025-2027. Details include: Wage increase of 3.94% in year one and 3.8% in year two; Uniform allowance: \$300 (previously \$275); Health and Dental Insurance plan options remain the same reflecting the average 5.49% increase in EHA plan cost; Ten (previously seven) Accumulated Leave days may be sold back to the district annually with balance not to drop below 60 days; Personal Leave: Four (previously three) of the Accumulated Leave days may be used for personal leave.; Bereavement: Ten (previously five) days for loss of spouse, domestic partner, or child.

Board President Witt reviewed the future board calendar.

Board President Witt adjourned the meeting at 6:54pm.

Lisa Wood, Secretary
Papillion La Vista Community School District
Board of Education

Subject: Maintenance Contract Tentative Agreement

Meeting Date: August 11, 2025

Prior Meeting Discussion Date: HR Subcommittee June 19, 2025 & July 21, 2025
Board Meeting July 28, 2025

Department: Human Resources

Action Desired: Approval X Discussion _____ Information Only _____

Background:

Negotiations were recently held with representatives of the Maintenance staff and SEIU Local 226 members met and approved the tentative agreement for 2025-2027.

Details include:

Wage increase of 3.94% in year one and 3.8% in year two.

Uniform allowance: \$300 to include boots, coats, and uniform.

Health and Dental Insurance plan options remain the same reflecting the average 5.49% increase in EHA plan cost.

Ten Accumulated Leave days may be sold back to the district annually with balance not to drop below 60 days.

Personal leave: Four of the Accumulated Leave days may be used for personal leave.

Bereavement: Ten days for loss of spouse, domestic partner, or child.

Recommendation: Move to ratify the Negotiated Agreement with the Maintenance staff represented by SEIU Local 226 for 2025-26 and 2026-27 contract years.

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rishi
Signature

RETURN TO AGENDA

**NEGOTIATED AGREEMENT
BETWEEN
PAPILLION LA VISTA COMMUNITY SCHOOLS
AND
MAINTENANCE EMPLOYEES**

THIS AGREEMENT, made and entered into this 11th day of August, 2025 by and between the Service Employees International Union Local 226, hereinafter referred to as the UNION, and the Papillion-La Vista School District Number 27, Sarpy County, Papillion-La Vista, Nebraska, hereinafter referred to as the BOARD.

**ARTICLE 1
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for all non-supervisory District maintenance employees.

**ARTICLE 2
MANAGEMENT**

The Board reserves the right to hire, suspend, discharge personnel, assign jobs, transfer force, contract for services, determine the hours of work and days to be worked, and all other procedures necessary to provide for the education of the students of the Papillion-La Vista School District. The Board and the members of the Union agree that there shall be no discrimination against applicants or employees on the basis of race, color, national origin, gender, marital status, age, disability or any other legally protected status in admission or access to, or treatment or employment in, its programs and activities. Payroll deductions will be allowed for Union dues and Tax-Sheltered Annuities eligible under section 403(b) of the I.R.C., subject to rules and regulations set forth by Board policy. The district will furnish a bulletin board for the posting of information to maintenance personnel. The information on the bulletin board shall be limited to general information regarding meetings, instructional information, maintenance bulletins for equipment, schedules for holidays and vacations, to include calendars, and other pertinent information to the function of school business, including salary remuneration. The bulletin board will not be used to incite staff against school policy or school contracts, nor by the District to react against Union business. Location of the bulletin board shall be in the break room of the Buildings & Grounds building.

ARTICLE 3
HOLIDAYS

All maintenance employees shall be eligible for holiday pay on the following holidays. The district will declare and publish the holidays each year for Spring Break/Good Friday or if a holiday falls on a weekend.

Independence Day	Christmas Day
Labor Day	Day Before or After New Years
Thanksgiving	New Year's Day
Friday Following Thanksgiving	One Day During Spring Break or Good Friday
Day Before or After Christmas	Memorial Day

When any of the above holidays fall on an employee's regular work day, and such employee is not scheduled to work on that day, he/she shall receive straight time pay for the hours not scheduled to work during his standard daily schedule. If the holiday falls on a day not normally worked, the employee will either be given another day off or will be paid eight (8) hours straight time. If additional paid holidays are implemented for employee groups by the Board of Education, those may be added to this contract without reopening negotiations.

ARTICLE 4
VACATIONS

Permanent full-time 12-month employees shall receive 10 days of vacation with pay per year for the first five years of service. Full-time 12-month employees shall receive 15 days of vacation with pay per year after completing five (5) years of service to the district, and 20 days per year vacation with pay per year after completing ten (10) years of service to the district. Vacations must be taken at the time designated by the Board, in accordance to the need of the district, recognizing the employee's wishes as much as possible. Pay for vacation periods will be based on forty (40) hours pay for each week of vacation. Vacation days are cumulative up to one and one-half times (1.5) the employee's yearly allotment. Those who have maxed out on vacation and stopped accruing, may sell back up to five days they were unable to accrue to be paid in September at their per diem rate from the unused previous year. Vacation leave shall also be paid on a prorated basis for those months worked between employee's

anniversary date and retirement date. Vacation leave accrues monthly. Employees will not be allowed to use more vacation than they have accrued.

ARTICLE 5
HOURS OF WORK

The Board will provide permanent full-time employees forty (40) hours of work per week, except when an employee's service is interrupted due to conditions beyond the control of the Board. All hours worked in excess of forty (40) hours in the regular work week, except as hereinafter provided, shall be paid for at the rate of time and one-half (150%) of the regular time, but premium pay shall not be pyramided. Calculations of worked hours shall include District-declared Holiday Hours. Worked hours for purposes of overtime pay will not include hours of leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave. Pay during District-declared Snow Emergency Hours and District-declared Emergency Repair Hours will include all leave hours as worked hours, including leave for Sick/FMLA, vacation, personal, bereavement, jury duty, military duty, union, retirement seminars or any other leave that has been requested, approved and used for the same work week as the District-declared emergency. Leave and holiday hours will be treated as worked hours for purpose of calculating hours of work eligible for overtime pay at 150% of the employee's pay rate during District-declared emergencies. If a major holiday (Christmas, New Years, Easter or July 4th) falls on a Saturday or Sunday and there is no holiday pay for that specific day, the employee will be paid two and a half times (250%) the employee's pay rate for a District-declared emergency. District-declared Emergency Repairs shall be defined as repairs to building and/or equipment that are necessary to prevent damage to District facilities that have the potential to disrupt the normal use of the facility, and/or has the potential to create or be a safety and/or health hazard to students or staff. Work assigned outside the normal work hours for District-declared Emergencies shall be assigned only by authorized district management personnel on an as needed basis.

A lunch break, without pay, normally one-half (1/2) hour will be scheduled for each employee. Work schedules may be established at the discretion of the Board as necessary. Employees working a full

eight (8) hour day shall be provided two (2), fifteen (15) minute breaks per day. One break per four (4) hour period worked.

ARTICLE 6 **GRIEVANCES**

Any disagreement or difference of opinion between the Board, the Union, or the employees covered by this agreement concerning the interpretation or application of the terms or provisions of this agreement, will be considered a grievance. It is always desired that disagreements be settled informally by presenting the concern to the appropriate supervisor in a timely fashion. If this does not resolve the concern, the following process will be followed in filing a formal grievance.

Any employee, the Union, or the Board may present a grievance. Any grievance which is not presented within fifteen (15) working days following the event giving rise to such grievance, shall be forfeited and waived by the aggrieved party.

The procedure for handling grievances shall be as follows:

The grievant shall first take up the grievance by presenting it, in writing, to his/her department supervisor. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the department supervisor, the Union representative shall present the grievance, in writing, to the Superintendent of Schools or his/her designated representative. Said appeal shall be presented to the office of the superintendent within fifteen (15) days of the date that the grievance was presented to the department supervisor.

The superintendent shall, within thirty (30) days from the date it is presented to him/her, make a determination as to the grievance. If that determination is not satisfactory to the aggrieved party it may be appealed in writing to the Board within thirty (30) days of the superintendent's decision. The Board shall hear the grievance in open or closed session and the decision of the Board shall be rendered within thirty (30) days of said hearing. Neither the Board nor the Union will attempt, by means other than the grievance procedure, to bring about a settlement of any issue which is properly the subject for disposition through the grievance procedure.

ARTICLE 7
MILITARY LEAVE

An employee in the Military Service will have reinstatement rights provided he/she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans. Veterans shall retain all vacation rights, except that they will be considered as having taken vacations while in the service.

ARTICLE 8
ACTS IN VIOLATION OF LAWS OR ORDERS

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal Law or any Presidential Order, and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the Law.

ARTICLE 9
SENIORITY

In cases of reduction in force or necessary changes in numbers of employees per trade, seniority will be used. If a reduction is necessary, management will determine the trade or job category that needs to be reduced and the least senior member of that trade or job category will be affected.

In the event a job opening occurs all maintenance employees will be notified of the opening by posting and email. Any maintenance employee may then apply for that opening by notifying the District's Human Resources Office in writing. In the selection of an employee by the District, consideration shall be on the basis of the most qualified applicant. Qualifications include, but are not limited to, training and experience in the type of work required of the position. In cases where the administration determines the qualifications of the applicants to be substantially the same, the District employee with the most seniority would be selected to fill the position. No maintenance employee will be considered for a job opening who has not served one hundred eighty (180) calendar days in their present position unless the new opening is for a shift change.

ARTICLE 10
BEREAVEMENT LEAVE

BEREAVEMENT LEAVE

Absence from work will be allowed so that the employee may have consecutive workdays following the death of a relative without loss of pay following these parameters:

Days	Relationship	Definitions which apply
Up to 10 consecutive days	Employee's spouse, domestic partner, or child	-Domestic partner has shared the same residence with the employee for at least the prior 3 months and has the current intent of doing so indefinitely. -"Child" is the employee's biological child, adopted child, foster child, stepchild, or legal ward
Up to 5 consecutive days	Employee's parent, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee's home.	Permanent resident must have resided in the employee's home for at least ninety (90) days immediately preceding the individual's death.
Up to 3 consecutive days	Employee's grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.	To be used for the purpose of attending the funeral services for the family member

Additional absences will be considered under the Accumulated Leave of this Agreement. For family members not listed in this chart, personal leave is appropriate to attend the funeral services.

If leave cannot be arranged to be consecutive, approval must be given by the supervisor with direction from the Assistant Superintendent of Human Resources. Leave will not be allowed to be spread out over an unreasonable extended period of time.

ARTICLE 11
ACCUMULATED LEAVE

Accumulated leave, (sick leave and personal leave) will consist of (1) day for each month of service plus one annually, for a total of 13 days per year. Four of the accumulated leave days will be designated as personal leave. Accumulated leave is earned monthly and will be granted on September 1st of each year. Accumulated leave may carry over from year to year as sick leave

up to a total of one hundred twenty (120) days. Upon separation, employees will be paid for fifty percent (50%) of their accumulated days at their current rate of pay, up to a maximum of sixty (60) days. All employees will be rewarded for non-use of accumulated leave as follows:

Each year, those employees who have accumulated more than sixty (60) days of accumulated leave, as of September 1, may opt to sell back to the district, at their previous year's daily pay rate, up to ten (10) days of leave but in no case will this sale allow their accumulated leave to fall below sixty (60) days.

An employee may apply to use personal leave for reasons such as special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. A personal leave request shall be submitted using the district's leave form to the immediate supervisor, who will approve or, in cases that may disrupt the delivery of services that cannot otherwise be accommodated, disapprove the application. Should the immediate supervisor disapprove the application, the employee may submit the application to the Assistant Superintendent of Human Resources. The employee may confidentially submit the reason for the personal leave directly to the Assistant Superintendent of Human Resources. The Assistant Superintendent will approve or disapprove the personal leave request that was submitted confidentially. The immediate supervisor will be notified of an approved personal leave request but not the reason. Personal leave, if granted will be deducted from available accumulated leave.

ARTICLE 12
UNION LEAVE

The Union may request leave for maintenance employees to perform Union business. The request must be made in writing to the Assistant Superintendent of Human Resource at least five working days prior to the start date of the leave. The district will grant the leave so long as it will not interfere with the orderly performance of duties by the employees covered under this agreement, and so long as the request complies with the following provisions:

- (a) No individual employee shall request or receive in any contract year more than eight days (64 hours) leave of absence under this section, and the total number of days granted for leaves of absence under this section to all employees shall not exceed 15 days during the contract year.
- (b) No more than three employees on any date shall be on a leave of absence under this section and the district is not required to grant leaves of absence to employees when such leaves of absence immediately follow a leave of absence granted to another employee.
- (c) The Union will reimburse the district upon receipt of invoice for all costs and expenses resulting from the granting of the leave of absence including the wages with applicable taxes and fringe benefits.

ARTICLE 13
INSURANCE

For the September 2025-August 2027 contract year full family premium health insurance and individual dental insurance will be provided upon the request of the qualified employee. A High Deductible Health Plan option may be provided by the district. The difference between the premium that is paid by the district for the lower deductible policy and the premium paid by the district for the higher deductible plan will be placed in a Health Savings Account if an employee elects to move to the High Deductible Health Plan. The health insurance program will be selected by the Board.

For the 2025-26 contract year, employees will select one of three healthcare provider networks for their family. The deductible and out of pocket maximums vary according to the network selected. The broadest network has a single deductible of \$1,900 and out of pocket (OoP) maximum of \$6,500 , second and third network options have a single deductible of \$400 and an OoP maximum of \$6,000. Family deductibles and OoPs are double the single amounts. Out of network deductibles and OoP maximums are higher.

A Long-Term Disability Insurance Plan, as selected by the Board - 60 percent (60%) of pay after sixty (60) consecutive calendar days of disability will be provided.

A Term Life Insurance policy with coverage of \$20,000 per employee, as selected by the Board, shall be provided.

ARTICLE 14
WAGES

<u>Job Assignment</u>	<u>2025-26</u>	<u>2026-27</u>
HVAC Technician	\$36.08	\$37.28
Carpenter	\$30.30	\$31.50
Electrician	\$36.08	\$37.28
General Maintenance	\$27.07	\$28.27
Head High School Grounds	\$27.27	\$28.47
Locksmith	\$30.30	\$31.50
Plumber	\$36.08	\$37.28

Wage increases calculated on the employee's 2024-25 hourly rate including longevity will be 3.94% in year one.. The following year, employees will be paid at their 2025-26 wage plus an additional 3.8%. If an employee is eligible for family coverage but chooses single or no health insurance, the employee's salary will be increased by an additional \$0.50 per hour if he/she chooses no insurance or \$0.35 per hour if he/she chooses single insurance coverage. If an employee later chooses to return to district coverage and they are still eligible for that coverage, their wages will be reduced by the additional amount their wage was increased (\$0.50 or \$0.35) due to the insurance coverage change.

A two percent (2%) increase in base wage will be provided for those people so qualified after five (5) years of service to the district in a full-time position. A three percent (3%) increase in base wage will be provided for those people so qualified after ten (10) years of service to the district in a full-time position, after fifteen (15) years of service to the district in a full-time position, and after twenty (20) years of service to the district in a full-time position. A four percent (4%) increase in base wage will be provided after twenty-five (25) years of service to the district in a full-time position, after thirty (30) years of service to the district in a full-time position, and after thirty-five (35) years of service to the district in a full-time position. This increase is not retroactive for years prior to September 1, 2021. The longevity increase shall be of their position base rate and will be added to their salary. In the event an error is discovered in

salary calculated and/or paid or a benefit deduction the error shall be corrected only back to a date 12 months prior to the notification of the error.

If the district implements stipends or bonuses for employee groups, it is understood that members of this negotiated contract are in agreement to the stipends or bonuses without reopening negotiations as long as it benefits the group.

ARTICLE 15
UNIFORMS

Each employee will be provided \$300.00 upon initial employment for the purpose of purchasing district approved uniforms. Each succeeding year the District will provide \$300.00 for the purpose of purchasing district approved uniforms. Substitution of uniforms parts may be made, such as the purchase of coats or boots/shoes, as specified by the administration.

ARTICLE 16
SAFETY COMMITTEE REPRESENTATION

The Union shall elect or appoint a member to serve on the District's Safety Committee. The term of this representative shall be two (2) years and reappointment may occur. All Union members shall have the opportunity to express interest in serving on the Committee. The Union will develop the process of seeking interested participants and appointing or electing their representative to serve on this Committee.

ARTICLE 17
CERTIFICATION, LICENSURE AND TRAINING

Any certification, licensure or training beyond initial job requirements will be funded by the District. This does not include employee time for preparing for the examination. If the examination occurs during the employees work hours, it will be paid as if the employee was working their normal hours.

ARTICLE 18
TERMINATION

This agreement shall be in full force and effect from the 1st day of September, 2025,
to and including the 31st day of August, 2027.

Witness Whereof the parties hereto have hereunder caused this instrument to be executed.

**SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 226**

**SCHOOL DISTRICT 27,
SARPY COUNTY**

BY _____
Date

BY _____
Date

Subject: 2025-26 Budget and Property Tax Information

Meeting Date: August 11, 2025

Prior Meeting Discussion Date:

Department: Business Services

Action Desired: Approval _____ Discussion X Information Only _____

Background:

Work continues in building the budget and tax asking for 2025-26. Budget Parameters, considerations, and line items for the General Fund will be discussed and reviewed as well as property tax implications for the 2025-26 school year. The administration will also discuss timelines for future budget, tax hearings, and due dates for the 2025-26 budget and a resolution for an increase in the district’s base growth percentage used in determining its property tax authority.

Recommendation: Discussion at this time.

Responsible Person: Brett Richards

Superintendent’s Approval Andrew J. Rikli
Signature

RETURN TO AGENDA

GENERAL FUND 2025-26

	2024-25	2025-26	
Instruction	\$78,490,000	\$ 80,844,700	
Special Education- Instruction	\$18,230,887	\$ 18,910,737	
Support Services- Pupil (SPED)	\$5,007,272	\$ 5,187,520	
Support Services- Pupil (Non-SPED)	\$4,902,100	\$ 5,049,163	
Support Services- Instructional	\$4,200,000	\$ 4,326,000	
Board of Education	\$100,000	\$ 100,000	
Executive Administration	\$510,218	\$ 512,575	
District Legal Services	\$200,000	\$ 200,000	
Office of the Principal	\$8,456,738	\$ 8,710,440	
Fiscal/ Business Services/ H.R./ Comms	\$8,177,878	\$ 8,439,570	
Maintenance and Operations	\$15,989,990	\$ 16,469,689	
Vehicle Acquisition and Maintenance	\$360,000	\$ 371,000	
Regular Pupil Transportation	\$1,599,980	\$ 1,687,980	
SPED Transportation	\$1,648,653	\$ 1,705,000	
State Grant Programs	\$435,000	\$ 435,000	
Private Grant Programs (LC, Foundation)	\$1,492,000	\$ 1,492,000	
Short Term Debt Services	\$9,000,000	\$ 9,000,000	
Federal Programs	\$5,750,000	\$ 5,125,000	
Transfers from General Fund	\$1,000,000	\$ 1,250,000	
Total	\$165,550,716	\$ 169,816,374	2.6% Increase

**RESOLUTION OF THE BOARD OF EDUCATION TO
INCREASE BASE GROWTH PERCENTAGE TO
DETERMINE ITS PROPERTY TAX REQUEST AUTHORITY**

WHEREAS, the Board of Education (“Board”) for **Sarpy County School District 77-0027**, commonly known as **Papillion La Vista Community Schools** (the “School District”), is planning the School District’s annual budget for the 2025–2026 school year; and

WHEREAS, the funding needed for the School District to meet its obligations to its students will require an increase in the base growth percentage used to determine the School District’s property tax request authority under NEB. REV. STAT. § 79-3403; and

WHEREAS, Nebraska law authorizes the Board, upon an affirmative vote of at least seventy percent (70%) of the Board, to increase such base growth percentage by up to 4%.

BE IT THEREFORE RESOLVED that, pursuant to NEB. REV. STAT. § 79-3405(2), the Board hereby increases the base growth percentage used to determine its property tax request authority for the 2025–2026 budget in an amount of up to 3%.

Said Resolution was adopted by the Board of Education by a vote of ___ to ___ on the ___ day of _____, 2025.

President- Board of Education

ATTEST:

Secretary- Board of Education

Subject: Sale of District Land by 36th St. Bellevue

Meeting Date: August 11, 2025

Prior Meeting Discussion Date: July 28, 2025

Department: Business Services

Action Desired: Approval _____ Discussion Information Only _____

Background:

Back in 2022, the District was approached by Redwood, Inc to sell approximately 1.17 acres along 36th street that is located near the entrance of Anderson Grove Elementary School. The Board approved it to be sold. Redwood ended up pulling out of the development and never closed on the land sale with the District. Foundation Development, LLC would now like to buy the same piece of land.

This area is not currently in use, or planned to be used in the future, by the District. Proceeds from the sale of the land would be put into the District’s Special Building Fund, as state law dictates on any sale of property.

An appraisal of the land was completed for the property for \$35,000 back in 2022 and the administration believes that price is still relevant for us to sell the land for.

The administration has brought this item back for discussion with a corrected site plan as part of the discussion.

Recommendation: Discussion at this time.

Responsible Person: Brett Richards

Superintendent’s Approval _____
Andrew J. Rikli
Signature

RETURN TO AGENDA

UNIFORM COMMERCIAL PURCHASE AGREEMENT
(This is a legally binding contract. If not understood, seek legal advice)

1. **Address** Approximately 11830 South 36th Street in Bellevue, Nebraska. 1.17 Acres more or less.

2. **Legal Description (Property):**

Tax Lot 18A1B2B, being a parcel of land located in the Northeast Quarter of the Northeast Quarter (NE1/4 NE1/4) of Section 5, Township 13 North, Range 13 East of the 6th P.M., Sarpy County, Nebraska, except that part dedicated for street right-of-way per Inst. No. 2019-09766 of the Records of Sarpy County, Nebraska, all being more particularly described as follows:

Commencing at the northeast corner of Lot 1, Roth's Anderson Grove, an addition lying in said Section 5; thence S00°54'08"W (an assumed bearing relative to all bearings contained herein) for 179.97 feet along the east line of said Lot 1, Roth's Anderson grove (also being the West right-of-way line of S 36th street) to the point of beginning; thence S01°03'55"W for 170.32 feet along said west right-of-way line of S 36th street to a point on the north line of lots, Daniell's Farm Addition lying in said Section 5; thence southwesterly along the north line of said Lot 5, Daniell's Farm Addition for the following six (6) courses; (1) N88°50'17"W for 30.03 feet; (2) S46°46'47"W for 125.34 feet; (3) southwesterly along a 150.49 foot radius curve to the right (chord bearing S67°01'39"W for 102.91 feet) for an arc length of 105.03 feet; (4) S87°01'07"W for 55.68 feet; (5) northwesterly along a 79.56 foot radius curve to the right (chord bearing N69°29'24"W for 63.44 feet) for an arc length of 65.25 feet; (6) northwesterly along a 101.03 foot Radius reverse curve to the left (chord bearing N52°17'37"W for 18.34 feet) for an arc length of 18.37 feet to a point on the east right-of-way line of S 37th street; thence northwesterly along a 325.00 foot radius curve to the right (chord bearing N07°57'46"W for 82.44 feet) for an arc length of 82.66 feet along the east right-of-way line of said S 37th street; thence N00°22'27"W for 92.21 feet along the east right-of-way line of said S 27th street to the southwest corner of said Lot 1, Roth's Anderson Grove; thence easterly along the south line of said Lot 1, Roth's Anderson Grove, for the following five (5) courses: (1) S26°36'S6"E for 57.39 feet; (2) southeasterly along a 213.00 foot radius curve to the left (chord bearing S85°39'07"E for 147.37 feet) for an arc length of 150.48 feet; (3) northeasterly along a 244.78 foot radius compound curve to the left (chord bearing N55°43'S0"E for 154.27 feet) for an arc length of 156.95 feet; (4) N37°22'22"E for 55.17 feet; (5) northeasterly along a 87.00 foot radius curve to the right (chord bearing N49°43'21"E for 35.65 feet) for an arc length of 35.91 feet to the point of beginning.

3. **Personal Property:** The only personal property included is as follows: NONE

4. **Conveyance:** Seller represents that they have good, valid and marketable title, in fee simple, and agrees to convey title to Property to Buyer or his nominee by special warranty deed free and clear of all liens, encumbrances or special taxes levied or assessed, subject to all building and use restrictions, utility easements not exceeding ten (10) feet in width abutting the boundary of the Property, and covenants now of record.

5. **Purchase Price:** Buyer agrees to pay **Thirty Five Thousand DOLLARS (\$35,000) on the following terms: Five Thousand DOLLARS \$5,000.00 (Deposit)**, to be paid within 72 hours of full execution of this agreement, deposited to First American Title Insurance Company (the "Escrow Agent") as evidenced by the receipt attached below. In the event this offer is not accepted by the Seller within the time specified, the Deposit shall be refunded. In the event of refusal or failure of the Buyer to consummate the purchase, the Seller will refund the Deposit. Balance to be paid in immediately available funds at closing of the sale.

6. **Applicable Conditions:** This agreement is conditioned upon the happening of each of the following events. If each of the same has not occurred within the time stated, this offer shall be null and void, and any Deposit returned to Buyer.

None.

7. **Taxes:** [X] Urban Taxes: All consolidated real estate taxes which become delinquent in the year in which closing takes place shall be treated as though all are current taxes, and those taxes shall be prorated as of the date of closing, and all the prior years' taxes, interest, and other charges, if any, will be paid by Seller.

[] Rural Taxes: All consolidated real estate taxes for the year in which closing takes place (based on current assessment and tax rate) shall be prorated as of date of closing, and Seller shall, also, pay all prior years' taxes, interest, and other charges.

8. **Sanitary and Improvement District (S.I.D.):** Buyer understands that this property is not located within a S.I.D.
9. **Conveyance of Title:** Seller shall furnish a current title insurance commitment to Buyer as soon as practical. If title defects are found, Seller may, at its sole discretion, either (i) cure such defects within a reasonable per of time, or (ii) terminate this contract. In the event that Seller elects not to terminate this contract, if title defects are not cured within a reasonable time period, the Buyer may rescind this agreement and the Deposit shall be refunded. Approximate closing date to be September 30, 2025, and possession shall be delivered at closing. The cost of an Owner's title insurance policy shall be equally divided between Buyer and Seller. **UNLESS CLOSED OR PREVIOUSLY TERMINATED BY BUYER, THIS AGREEMENT SHALL EXPIRE ON DECEMBER 1, 2025**
10. **Escrow Closing:** Buyer and Seller acknowledge and understand that the closing of the sale may be handled by an Escrow Agent and that the Broker is authorized to transfer the Deposit or any other funds it receives to said Escrow Agent. After said transfer, Broker shall have no further responsibility or liability to Buyer or Seller for the accounting for said funds. Escrow Agent's charge for the escrow closing shall be equally divided between Buyer and Seller.
11. **State Documentary Tax:** The State Documentary Tax on the deed shall be paid by the Seller.
12. **Insurance:** Any risk of loss to the Property shall be borne by the Seller until title has been conveyed to the Buyer. In the event, prior to closing, the structures on the Property are materially damaged by fire, explosion or any other cause, Buyer shall have the right to rescind this agreement, and Seller shall refund the Deposit to Buyer. Buyer agrees to provide his own hazard insurance.
13. **Condition of Property:** Buyer acknowledges that Seller is conveying the property in its "as is / where is" condition.
14. **Environmental:** Seller makes no representations or warranties regarding the property's environmental condition. It is strongly recommended that Buyer undertake an environmental analysis.

THIS OFFER IS BASED UPON BUYER'S PERSONAL INSPECTION OR INVESTIGATION OF THE PROPERTY AND NOT UPON ANY REPRESENTATION OR WARRANTIES OF CONDITION BY THE SELLER OR SELLER'S AGENT.

NO WARRANTIES PARAGRAPH

Condition of Property: The parties hereto acknowledge that if Buyer proceeds to close on the purchase of the Property, then Buyer represents that it has had sufficient access to the Property and has determined for itself that the Property is satisfactory to Buyer for Buyer's intended uses and purposes, in which case, Buyer shall be conclusively presumed to have satisfied itself as to the usefulness and legal limitations to the Property, and to its condition and the environmental condition of the Property and further, Buyer takes Property in its present condition, "AS IS" without reliance upon any representation, warranty, opinion or statement of Seller or any agent of Seller.

15. **Assignment of the Purchase Agreement:** The Buyer shall have the privilege of assigning this agreement to any person, partnership, corporation, L.L.C. or L.L.P. prior to closing. Buyer shall deliver to Seller an executed copy of any such assignment in which event the Seller shall close the transaction with the Assignee of the Buyer. The Seller shall have the privilege of assigning this agreement to any person, partnership, corporation, L.L.C. or L.L.P. prior to closing. Seller shall deliver to Buyer an executed copy of any such assignment in which event the Buyer shall close the transaction with the Assignee of the Seller.
15. **Agency:** The REALTOR(S) involved in this transaction are: No agent represents the Seller
Rob Woodling, RWI Property Management, Inc. represents the Buyer and will have equity in purchased property.
16. **Broker Compensation:** No Broker compensation will be paid.
17. **Offer Expiration:** This offer to purchase is subject to acceptance by Seller on or before July 9, 2025 at 5 o'clock PM

BUYER: RD Blair, L.L.C.

By: Foundations Development, L.L.C.

By: Woodling Development Corporation

By _____

Name Robert J. Woodling

Title President

Date _____

ACCEPTANCE

_____, 2025

The Seller accepts the foregoing proposition on the terms stated and agrees to convey title to the Property, deliver possession, and perform all the terms and conditions set forth, and acknowledges receipt of an executed copy of this agreement except for the following modifications:

Seller: PAPILLION PUBLIC SCHOOLS, DISTRICT NO. 27,
SARPY COUNTY, NEBRASKA

By _____

Name _____

Title _____

Date _____

Subject: 2025-2030 Strategic Plan: Draft Goals

Meeting Date: August 11, 2025

Prior Meeting Discussion Date: Curriculum Americanism Sub Committee Meeting July 31, 2025

Department:

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

The purpose of this presentation is to share the progress made on the new upcoming strategic plan during the first Strategic Planning Community Advisory Meeting. Strategic goal areas and detailed components were identified during the meeting and will be presented. The 2025-2030 PLCS District Strategic Plan is currently under development with potential implementation starting in 2026. The Community Advisory group is composed of diverse stakeholders that included students, parents, community members, business partners, teachers, and administrators. Next steps in the process will also be included in the presentation.

Recommendation:

Responsible Person: Shureen Seery & Tammy Voisin

Superintendent's Approval Andrew J. Rhotli
Signature

RETURN TO AGENDA

Subject: Policy Review 8000 Series- Board Organization and Operation

Meeting Date: August 11, 2025

Prior Meeting Discussion Date:

Department:

Action Desired: Approval _____ Discussion _____ Information Only X

Background:

Board Policy 8000 – Board Organization and Operation are due for the annual review. Based upon the review of this policy, if there would be recommended revisions, discussion would be held at the August 25, 2025, board meeting. Any changes would be acted on at the September 8, 2025, meeting of the Board.

Recommendation: Direct suggested changes to 8000 Board Policies to Dr. Settles.

Responsible Person: Dr. Kati Settles

Superintendent's Approval _____
Andrew J. Rhili
Signature

RETURN TO AGENDA

